

SALARY [#]								
Topic	Board Proposal September 21	Union Proposal September 21	Board Counter October 4	Union Counter October 4	Board Counter October 10	Union Counter October 10	Board Counter October 15	Union Counter October 15
Salary <i>Including base and step (see chart below for additional professional growth payments)</i>	Year 1 – 0.85%	Year 1 – 3.5%	Year 1 – 1%	Year 1 – 3.5%* (i.e., no change from Sept. 21 offer) *Note: The Union also proposes to increase the 6% salary enhancement for retiring teachers by an additional 3.5%	Year 1 – 1.25%	Year 1 – 3.25%	Year 1 – 1.3%	Year 1 – 3.1%
	Year 2 – 0.62%	Year 2 – 3.2%	Year 2 – 1.5%	Year 2 – No offer	Year 2 – 1.5%	Year 2 – No offer	Year 2 – No change from Oct. 10 offer	Year 2 – No change from Sept. 21 offer
	Year 3 – % to be determined by property tax limit	Year 3 – 3.5% to 5% based on property tax limit	Year 3 – % to be determined by property tax limit	Year 3 – No offer	Year 3 – % to be determined by property tax limit	Year 3 – No offer	Year 3 – Board withdrew its third year proposal in order to allow the Union to assess the District’s economics at that time for the purpose of negotiating a successor agreement sooner	Year 3 – No offer

[#]The chart reflects each party’s proposal as of the end of the mediation session.

PROFESSIONAL GROWTH PAYMENTS [#]								
Topic	Board Proposal September 21	Union Proposal September 21	Board Counter October 4	Union Counter October 4	Board Counter October 10	Union Counter October 10	Board Counter October 15	Union Counter October 15
Professional Growth Payments <i>(i.e., lane advancement)</i>	Year 1 – Maximum of \$1200 tuition reimbursement per year per teacher	Year 1 – Maximum of \$1200 tuition reimbursement per year per teacher <u>or</u> 3.5% of teacher's salary per year for each lane with unlimited lane movement	Year 1 – Maximum of \$1200 tuition reimbursement per year per teacher <u>or</u> 3.5% of teacher's salary per year for each 9 graduate credits earned, beginning 2013-2014, limited to one lane per year	Year 1 – No change from Sept. 21 offer	Year 1 – No change from Oct. 4 offer	Year 1 – No change from Sept. 21 offer	Year 1 – Board improved its offer of Oct. 4 by \$225,000 to pay teachers for professional growth by means of lane advancement <u>or</u> a maximum of \$1200 tuition reimbursement per year per teacher	Year – No change from Sept. 21 offer, except some minor lane definitions; <u>and</u> lane change shall be guaranteed beyond the current contract
	Year 2 – Maximum of \$1200 tuition reimbursement per year per teacher	Year 2 – Maximum of \$1200 tuition reimbursement per year per teacher <u>or</u> 3.5% of teacher's salary per year for each 9 graduate credits earned Eff. 2013-2014, limited to one lane per year	Year 2 – Maximum of \$1200 tuition reimbursement per year per teacher <u>or</u> 3.5% of teacher's salary per year for each 9 graduate credits earned, beginning 2014-2015, limited to one lane per year	Year 2 – No offer	Year 2 – No change from Oct. 4 offer	Year 2 – No offer	Year 2 – For those teachers eligible for lane movement for the 2013-2014 school year, such lane movement shall be limited to 1 lane movement for 2013-2014 <u>or</u> a maximum of \$1200 tuition reimbursement per year per teacher	Year 2 – No offer
	Year 3 – Maximum of \$1200 tuition reimbursement per year per teacher <u>or</u> 0.5% of teachers' salary for each year of employment for each 18 graduate credits earned	Year 3 – Maximum of \$1200 tuition reimbursement per year per teacher <u>or</u> 3.5% of teacher's salary per year for each 9 graduate credits earned Eff. 2013-2014, limited to one lane per year	Year 3 – To be determined by the terms of the 2015-2016 successor agreement	Year 3 – No offer	Year 3 – No change from Oct. 4 offer	Year 3 – No offer	Year 3 – Board withdraws its third year proposal in order to allow the Union to assess the District's economics at that time for the purpose of negotiating a successor agreement sooner	Year 3 – No offer

[#]The chart reflects each party's proposal as of the end of the mediation session.

INDIVIDUAL HEALTH INSURANCE [#]								
Topic	Board Proposal September 21	Union Proposal September 21	Board Counter October 4	Union Counter October 4	Board Counter October 10	Union Counter October 10	Board Counter October 15	Union Counter October 15
Teacher's Individual Health Insurance <i>(Board paid 100% of premium in 2011–2012)</i>	Year 1 – Board pays same as 2011-2012 amount plus amount of any premium increase equal to property tax limit	Year 1 – Board continues to pay 100% including all 2012-2013 premium increases Note: The Union agreed to some plan design changes for 2012-2013 only	Year 1 – Board accepted Union's proposal	Year 1 – Board accepted Union's proposal	Year 1 – Board accepted Union's proposal	Year 1 – Board accepted Union's proposal	Year 1 – Board accepted Union's proposal	Year 1 – Board accepted Union's proposal
	Year 2 – Board pays same as 2012-2013 amount plus amount of any premium increase equal to property tax limit	Year 2 – Board continues to pay 100% including all future premium increases	Year 2 – Board pays same as 2012-2013 amount plus amount of any premium increase equal to property tax limit	Year 2 – No offer	Year 2 – No change from Oct. 4 offer	Year 2 – No offer	Year 2 – No change from Oct. 4 offer	Year 2 – No offer
	Year 3 – Board pays same as 2013-2014 amount plus amount of any premium increase equal to property tax limit	Year 3 – Board continues to pay 100% including all future premium increases	Year 3 – Board pays same as 2013-2014 amount plus amount of any premium increase equal to property tax limit	Year 3 – No offer	Year 3 – No change from Oct. 4 offer	Year 3 – No offer	Year 3 – No change from Oct. 4 offer	Year 3 – No offer

[#]The chart reflects each party's proposal as of the end of the mediation session.

FAMILY HEALTH INSURANCE [#]								
Topic	Board Proposal September 21	Union Proposal September 21	Board Counter October 4	Union Counter October 4	Board Counter October 10	Union Counter October 10	Board Counter October 15	Union Counter October 15
Teacher's Full Family Health Insurance <i>(Board paid 51% of PPO and 57% of HMO premium in 2011–2012)</i>	Year 1 – Board pays same as 2011-2012 amount plus amount of any premium increase equal to property tax limit	Year 1 – Board continues to pay 51% (PPO) and 57% (HMO) including 51% (PPO) and 57% (HMO) of 2012-2013 premium increases	Year 1 – Board accepted Union's proposal	Year 1 – Board accepted Union's proposal	Year 1 – Board accepted Union's proposal	Year 1 – Board accepted Union's proposal	Year 1 – Board accepted Union's proposal	Year 1 – Board accepted Union's proposal
	Year 2 – Board pays same as 2012-2013 amount plus amount of any premium increase equal to property tax limit	Year 2 – Board continues to pay 51% (PPO) and 57% (HMO) including 51% (PPO) and 57% (HMO) of future premium increases	Year 2 – Board pays same as 2012-2013 amount plus amount of any premium increase equal to property tax limit	Year 2 – No offer	Year 2 – No change from Oct. 4 offer	Year 2 – No offer	Year 2 – No change from Oct. 4 offer	Year 2 – No offer
	Year 3 – Board pays same as 2013-2014 amount plus amount of any premium increase equal to property tax limit	Year 3 – Board continues to pay 51% (PPO) and 57% (HMO) including 51% (PPO) and 57% (HMO) of future premium increases	Year 3 – Board pays same as 2013-2014 amount plus amount of any premium increase equal to property tax limit	Year 3 – No offer	Year 3 – No change from Oct. 4 offer	Year 3 – No offer	Year 3 – No change from Oct. 4 offer	Year 3 – No offer

[#]The chart reflects each party's proposal as of the end of the mediation session.

PART-TIME TEACHER HEALTH INSURANCE [#]								
Topic	Board Proposal September 21	Union Proposal September 21	Board Counter October 4	Union Counter October 4	Board Counter October 10	Union Counter October 10	Board Counter October 15	Union Counter October 15
Part-Time Teacher Health Insurance	Teachers working at least half time may purchase insurance	Board pays 100% of individual insurance for teachers working at least half time	Teachers working at least half time may purchase insurance Note: While waiting for the Union to counter on all other open issues, the Board accepted that portion of the Union's October 4 proposal for the Board to pay a pro-rated share for all part-time teachers working at least half time	Board pays pro-rated share of all part time teachers regardless of % of employment	Board accepted a portion of the Union's Oct. 4 proposal for the Board to pay a pro-rated share for all part-time teachers working at least half time	Withdrew Oct. 4 offer* *Note: Open to sliding scale for part-time teachers sometime after 2012-2013 if agree to multi-year contract	Board accepted a portion of the Union's Oct. 4 proposal for the Board to pay a pro-rated share for all part-time teachers working at least half time	Year 1 – Board pays 100% of individual insurance for teachers working at least half time Year 2 – Sliding scale for teachers working at least half time

[#]The chart reflects each party's proposal as of the end of the mediation session.

RETIREMENT ENHANCEMENT [#]								
Topic	Board Proposal September 21	Union Proposal September 21	Board Counter October 4	Union Counter October 4	Board Counter October 10	Union Counter October 10	Board Counter October 15	Union Counter October 15
Retirement Enhancement	4% increase in salary for each year of the teacher's final 2 years prior to retirement	6% increase in salary for each year of the teacher's final 4 years prior to retirement <u>and</u> \$15,000 lump sum severance payment after retirement	No change from Sept. 21 offer	No change from Sept. 21 offer Note: The Union also proposes to increase the 6% salary enhancement for retiring teachers by an additional 3.5%	4% increase in salary for each year of the teacher's final 3 years prior to retirement, provided teachers must elect either three (3), two (2), or one (1) year retirement enhancements with a retirement date no later than June 30, 2015	6% increase in salary for each year of the teacher's final 4 years prior to retirement <u>and</u> \$10,000 lump sum severance payment after retirement	4% increase in salary for each year of the teacher's final 3 years prior to retirement, provided teachers must elect either three (3), two (2), or one (1) year retirement enhancements with a retirement date no later than June 30, 2015	6% increase in salary for each year of the teacher's final 4 years prior to retirement <u>and</u> \$7,500 lump sum severance payment after retirement

[#]The chart reflects each party's proposal as of the end of the mediation session.

EXTRA DUTY STIPENDS [#]								
Topic	Board Proposal September 21	Union Proposal September 21	Board Counter October 4	Union Counter October 4	Board Counter October 10	Union Counter October 10	Board Counter October 15	Union Counter October 15
Extra Duty Stipends	Year 1 – Freeze stipends, except for increase in middle school team leader stipend	Year 1 – Freeze stipends, except for increase in middle school team leader stipend	Year 1 – No change from Sept. 21 offer	Year 1 – No change from Sept. 21 offer	Year 1 – No change from Sept. 21 offer	Year 1 – No change from Sept. 21 offer* *Note: Open to extending if agree to multi-year contract	Year 1 – Freeze with no longevity	Year 1 – Freeze with longevity
	Year 2 – Freeze	Year 2 – No offer	Year 2 – No change from Sept. 21 offer	Year 2 – No offer	Year 2 – No change from Sept. 21 offer	Year 2 – No offer	Year 2 – Freeze with longevity	Year 2 – No offer
	Year 3 – Freeze	Year 3 – No offer	Year 3 – No change from Sept. 21 offer	Year 3 – No offer	Year 3 – No change from Sept. 21 offer	Year 3 – No offer	Year 3 – Freeze with longevity	Year 3 – No offer

[#]The chart reflects each party’s proposal as of the end of the mediation session.